

## **Grassroots QD&A (Grassroots Quality Development and Assurance, “Graswurzel QES”)**

The “Grassroots” concept of quality development pursues a bottom-up approach. Enhanced qualification, coaching, and the provision of appropriate instruments will contribute to making IVET actors the promoters of quality development. The starting point is a philosophy of continuous quality improvement informed by the PDCA cycle (“Plan – Do – Check – Act”). The embedding of this in teaching and learning processes is supported “top down” by the shaping of the structural conditions plus the provision of grassroots instruments, along with feedback and self-evaluation. In this way, a quality development procedure in SMEs will be worked up that is integrated within the IVET process. The intention is to avoid any wide-ranging formalisations as far as possible. The methodology and procedure for cooperative quality development and assurance will be developed and tested in model fashion at the training centre of the Rhineland Palatinate AOK regional health insurance fund and at the Alanus continuing education centre (AWH). To clarify the transferability into workplace practice, three SMEs will be involved.

### **Procedure:**

Phase 1 is devoted to the planning and development of quality development integrated into the work process. This requires analysis to be undertaken of the structural conditions in which the cooperation partners are working, working groups to be formed across learning venues, and a quality model and quality targets and criteria to be drawn up. Training sessions for teachers and learners, offered by GAB Munich – Association for Research and Development in Vocational Training and Occupations, support the process and facilitate the development and deployment of appropriate procedures for practice-based research, documentation and feedback.

In Phase 2 the concept of quality development integrated in the work process is tested. The GAB assumes the role of learning mentor and supports AOK and AWH in the implementation and documentation, the delivery of feedback, self-evaluation, evaluation and optimisation.

Phase 3 comprises a second testing run in which AOK and AWH take on the learning-mentoring themselves. GAB Munich evaluates this process and develops a manual.

A broader trial of the Grassroots QD&A concept follows in Phase 4. This will involve skilled staff with instructor responsibilities in AOK offices, other further training settings of the AWH and SMEs, who will help with adapting the concept to the different conditions and testing out the manual in practice.

Phase 5 is devoted to resource production and to transfer.

### **Expected outcomes:**

GAB Munich will develop resource packs for learning mentors and participants and design a manual for educational service providers and for SMEs.

### **Project promoter:**

GAB Munich – Gesellschaft für Ausbildungsforschung und Berufsentwicklung mbH  
(Association for Research and Development in Vocational Training and Occupations)

Prof. Dr. Michael Brater, Anna Maurus

Lindwurmstr. 41-43, 80337 Munich